



**National Academy of Medicine
Action Collaborative on Clinician Well-Being and Resilience
Association of American Veterinary Medical Colleges Commitment Statement**

Wellbeing in the veterinary healthcare profession has sparked national discussions in recent years, with broad recognition that more must be done at every level. As an Association of American Veterinary Medical Colleges (AAVMC) strategic plan priority, wellbeing is integral to our mission and goals and it goes beyond just the veterinary profession. Many other health professions share our concerns of compassion fatigue and burnout and we hope to work collectively across the health professions to find additional solutions. We want all members of the veterinary profession to be active contributors for as long as they would like to be, not for as long as they can stand.

We know that personal and community wellbeing, even in high-performance environments like medical education, is not only possible, but crucial.

Building a thriving profession requires that we continually explore and evaluate every aspect of how we train and develop our professionals during their education and beyond. Teaching students about personal and community wellbeing will impact how they treat themselves, technicians, front office staff, and their colleagues once they leave our member institutions. They are learning to tend to their own wellbeing and also consider the wellbeing of others. The students our member institutions train today will be the compassionate leaders of veterinary medicine in the future.

Meeting the diverse needs of individuals and overall member institutions requires a multi systems-level approach. At AAVMC, we offer tools and guidance to help member institutions assess functioning at micro, mezzo, and macro-levels, in order to create environments that optimize wellbeing. This is achieved through a preventative, community-based approach aimed at supporting all members of the veterinary education community, including students, staff, residents/interns, and faculty.

A community-based approach has two goals: continuing to help all individuals learn evidence-based ways to improve their personal wellbeing while building an academic and workplace environment where personal and organizational wellbeing efforts can take root and be fully integrated into the institutional culture. We encourage our members to continue to provide resources for many wellbeing concerns while also developing organizational change initiatives that focus on the root of the issues instead of the symptoms. We hope to look more deeply at the systems, policies, and environments that may be unintentionally causing wellbeing distress in the first place. Systems-based changes can improve structural supports for our already resilient professionals and provide college leaders and community members the tools to reinforce a “culture of wellbeing” in a high-intensity profession.

Together we can strengthen a global climate of wellbeing throughout all the health professions.